

**THE RELATIONSHIP BETWEEN INDIVIDUAL FACTORS AND
ORGANISATIONAL SUPPORT WITH CAREER DEVELOPMENT
AT UMLAND BERHAD**

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*To my mom who left all the good things in me
and to my son who brings out all the best in me*

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ABSTRACT

Today's employment scenario presents changes in people's career attitudes and experiences. Employees now prefer to work independently and be in control of their own career choice. Employers face competition and challenges to keep up with employees demand in providing them foreseeable career path, training and development. In this study, the researcher intends to identify the relationship between career planning and training and development in the organization with career development, and also to examine the relationship between self-efficacy and career autonomy with career development in UMLand Berhad. A total of 122 employees from two subsidiaries of UMLand in Johor were included in this parameter of study. The respondents were working across a wide spectrum of jobs which ranged from managerial functions to variety of sales and project oriented duties. Sampling method used was total population survey method. Sources of data for this research are gathered from primary data through questionnaires and secondary data through library research facilitates fabrication and company documents. Data was analysed using the SPSS 16.0 software and by using the inferential method (Spearman Correlation) to answer the objectives of this study. Spearman correlation analysis shows that career planning and training development factors are not significantly related to career development while self efficacy and career autonomy factors are significantly related to career development in UMLand Berhad. In other words, research findings show that there is no relationship between career planning and training and development with career development at UMLand. However, the findings show there is relationship between self-efficacy and career autonomy with career development at UMLand.

ABSTRAK

Senario pekerjaan pada hari ini menyaksikan perubahan dalam sikap kerja dan pengalaman kerja. Pekerja kini lebih gemar bekerja secara berdikari dan berupaya mengawal sendiri pilihan mereka dalam kerjaya. Majikan kini menghadapi persaingan dan cabaran untuk memenuhi tuntutan pekerja dalam menyediakan pembangunan kerjaya serta latihan dan pembangunan. Kajian ini bertujuan untuk mengenalpasti hubungan antara perancangan kerjaya dan latihan dan pembangunan dalam organisasi dengan pembangunan kerjaya, serta meneliti hubungan antara kemandirian diri dan autonomi kerjaya dengan pembangunan kerjaya di UMLand Berhad. Seramai 122 pekerja daripada dua anak syarikat Umland di Johor terlibat dalam parameter kajian ini. Responden bekerja di pelbagai spektrum tugas, dari pengurusan ke tugas jualan dan tugas projek. Kaedah persampelan yang digunakan adalah kaedah tinjauan populasi keseluruhan. Sumber data untuk kajian ini dikumpulkan dari data primer melalui soal selidik dan data sekunder melalui penyelidikan perpustakaan dan dokumen-dokumen syarikat. Data dianalisa menggunakan perisian SPSS 16.0 dan dengan menggunakan kaedah inferensi (Korelasi Spearman) untuk menjawab objektif kajian ini. Analisis korelasi Spearman menunjukkan bahawa faktor perancangan kerjaya dan latihan tidak mempunyai hubungan yang signifikan dengan pembangunan kerjaya berbanding faktor kepercayaan sendiri dan autonomi kerjaya yang secara signifikan mempunyai kaitan dengan pembangunan kerjaya di UMLand Berhad. Dengan erti kata lain, hasil kajian menunjukkan bahawa tidak ada hubungan antara perancangan kerjaya dan latihan dengan pembangunan kerjaya di UMLand. Walaubagaimanapun, hasil kajian menunjukkan bahawa terdapat hubungan antara kepercayaan sendiri dan autonomi kerjaya dengan pembangunan kerjaya di UMLand.